

INSIDE

Going Green

Construction began in April on a two-year \$62 million project to conserve energy and water in Library buildings.

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Resuming Operations

Service units last week notified staff scheduled to return to on-site work at the Library in phase one, part two, of operations restorations.

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Q&A: Amal Morsy

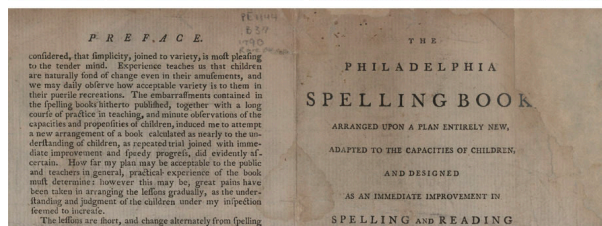
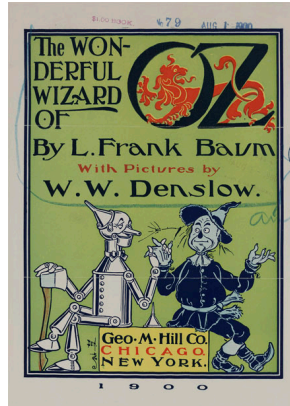
The Asian and Middle Eastern Division cataloger is supervising three junior fellows this summer as part of her participation in the Leadership Development Program.

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Fedlink Awards Announced

The Federal Library and Information Network awards recognize professionalism and creative leadership in federal library service.

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Copyright registrations reflect creative expressions of all kinds: From top left, "Wonderful Wizard of Oz" art, an 1882 photograph of Oscar Wilde, an image of the model for the Statue of Liberty and "The Philadelphia Spelling Book."

Copyright Office Celebrates 150 Years in the Library

The celebration includes a campaign to reach out to underserved communities.

BY ALISON M. HALL

On July 8, 1870, Congress centralized copyright at the Library of Congress as part of a second general revision to U.S. copyright law. Librarian of Congress Ainsworth Rand Spofford was at the time also serving as Register of Copyrights, and he saw the deposits that accompany copyright registrations as a way to help build the Library's collections.

In that, he was prescient: By the end of fiscal 2019, the Copyright Office had registered more than 38.9 million creative works, a large portion of which have been selected to join collections that

now constitute the nation's and the world's largest library.

To celebrate 150 years of copyright at the Library, the U.S. Copyright Office this week launched a public awareness campaign, "Engage Your Creativity," to encourage creators to keep registering their works. It also plans an Aug. 5 virtual event highlighting the office's efforts over the past century and a half. And, coinciding with the anniversary, a major new permanent exhibition will open in the Madison Building once Library operations are fully restored.

These activities and the public

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DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at (202) 707-0033.

Sharif Adenan
Craig Andrews
Lynette Brown
Eric Clark

Laurie Harris
Terri Harris-Wandix
Sharron Jones
Donna Williams

COVID-19 UPDATE

On June 26, the Health Services Division (HSD) announced three new cases of COVID-19; on July 2, it announced two additional cases. None of the cases required contact tracing.

HSD is communicating with all staff members who become ill. In cases in which ill individuals were present in Library buildings, HSD is also notifying their close work contacts and cleaning and disinfecting the areas affected. The same process is being followed when contractors in Library buildings become ill.

On July 2, HSD reported that a contractor had become ill from an unknown cause while working in a Library building. HSD worked with the Architect of the Capitol to clean and disinfect the area where the individual had worked. Contact tracing was not necessary.

More information on the Library's pandemic response: <https://go.usa.gov/xdtV5> (intranet) or <https://go.usa.gov/xdtVQ> (public-facing staff web page)

DIGITAL TRANSFORMATION AT THE LIBRARY: A WORKSHOP SERIES

A key aspect of the Library's digital strategy is promoting an agencywide culture of digital transformation. Toward that end, the Digital Strategy Directorate is hosting a series of workshops to explore how the Library's digital transformation affects the work of staff and sections throughout the institution.

Staff from across service units will lead conversations using interactive activities and exercises that foster creative solutions based on small shifts in the way conversations, meetings and decision-making are structured.

All staff are invited to tune in to the first two workshops on July 14 and July 16.

More information: <https://staff.loc.gov/wikis/x/3--AAw>

NEW HUMAN CAPITAL DIRECTORATE SITE

The Human Capital Directorate (HCD) has launched a new, easy-to-navigate intranet site (<https://staff.loc.gov/sites/hcd>). Its intuitive design reflects suggestions and comments gathered during discussions with service unit representatives from across the Library. Soon, any links to or bookmarks on the former site will direct you to the new homepage.

A virtual tour of the site and a transcript (<https://go.usa.gov/xfxt7>) and information about HCD's design process (<https://go.usa.gov/xfxtt>) are available on the Library's public-facing staff information page.

Questions? Contact Ashlyn Garry of HCD at asga@loc.gov. You can also submit a question or comment via AskHCD or askhr@loc.gov.

GAZETTE

LIBRARY
OF CONGRESS

loc.gov/staff/gazette

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MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

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GAZETTE DEADLINES

The deadline for editorial copy for the July 24 Gazette is Wednesday, July 15.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.

Project to Save Energy in Library Buildings Gets Off Ground

Significant energy and water savings are anticipated.

BY LEMOYNE F. BLACKSHEAR AND JOHN M. JEDZINAK

The Architect of the Capitol (AOC) and the Library took a first step toward removing the equivalent of 4,300 cars from the road each year when they signed an energy-savings performance contract last September. Construction on the project began in April and is expected to take two years.

Upon completion, the project will result in significant energy and water savings in Library buildings, helping to meet congressional and agency conservation goals.

Awarded to a firm specializing in energy efficiency and sustainable design, the \$62 million contract will implement energy-savings

strategies based on types of spaces within buildings and environmental requirements, allowing the Library to continue to safely house and protect over 170 million items, including millions of books, multimedia recordings and other irreplaceable rare items and collections across Capitol Hill and beyond.

The AOC and the Library assembled a team of experienced and dedicated professionals to manage the contract. Since it was awarded, the two agencies have developed safety and quality-control and assurance plans and reviewed design submissions.

Noticeable changes to staff will include the replacement of light bulbs and fixtures with LEDs, which will consume much less energy, and installation of low-flow aerators to reduce water use in sinks and showers throughout buildings.

This is not the first time the AOC

has used an energy-savings performance contract. It relied on earlier contracts to execute successful projects in the Senate and House office buildings and the U.S. Capitol building. The projects resulted in significant upgrades, energy reductions and cost savings.

The work to be accomplished across Library buildings includes lighting retrofits, building controls and water conservation in the Jefferson, Adams and Madison buildings; lighting retrofits and building controls in the Fort Meade collections storage facility and the Packard Audio-Visual Conservation Center; and lighting retrofits and boiler replacement in the Little Scholars Child Development Center.

Questions? Contact Lemoyne Blackshear in the Facility Services Division at (202) 707-4829. ■

OBITUARY



Chris Acosta

Chris Acosta, a cherished friend to his teammates in the Office of the Chief Information Officer (OCIO), died June 7 after a swimming accident in his hometown of Lake Worth, Florida. He was 23.

A born and raised Floridian, Acosta was described by his family as a leader and mentor to his friends

and four siblings (Steven, Esther, Ethan and Hanna), whom he unfailingly encouraged and cheered on. Alongside his family, Acosta was active in church, a commitment he kept throughout his life. He was also an avid soccer player who loved to swim, fish and participate in water sports – he truly loved the outdoors.

After studying finance and economics at Florida Atlantic University, Acosta moved to Washington, D.C., to begin a Hispanic Association of Colleges and Universities internship at the Library. With his warm demeanor and eagerness to lend a helping hand, he made an immediate impression on his colleagues. He was a teammate you could rely on, someone who pushed himself to learn new skills and, most importantly, a friend

you could turn to for a laugh or an encouraging word.

In early 2020, Acosta began a full-time position in OCIO's Technology Business Management Division. Dreaming big, he accepted the role while working toward his graduate degree in data analytics. While he had aspirations to travel the world and could always see the bigger picture, he always knew how to keep his feet on the ground.

Last month, with loved ones joining his online memorial service from afar, Acosta's brothers and sisters sang "Fly On" in his memory. To his Library family, he will always represent the kindhearted and adventurous spirit embodied by that song. For that, his friends and teammates join in to say: Fly on, Chris. Fly on. ■

Phase One, Part Two, Staff Notified

Service units last week began to contact about 500 employees who will return to perform necessary on-site work during phase one, part two, of the Library’s return to on-site operations. They will join about 200 employees currently working on-site.

Phase one, part two, will begin on July 20. Librarian of Congress Carla Hayden announced that date in consultation with the Health Services Division (HSD) and based on the continuation of improving pandemic conditions in the local area.

Employees returning to work in Library buildings for the first time will receive notification at least one full week before their return-to-work date. They will also receive additional information about changes the Library has implemented to reduce potential exposure to COVID-19 in Library buildings.

Health-screening protocols will continue when phase one, part two, begins. Before arriving each day, employees will be expected to take their temperatures to ensure they do not have a fever of 100.4 degrees Fahrenheit or higher, and they must complete the Library’s daily health-screening tool, either for Capitol Hill (<https://go.usa.gov/xfcFQ>) or for satellite locations (<https://go.usa.gov/xfcFE>), depending on where they work.

HSD reminds all employees working on-site that they have an important role to play in reducing the risk of COVID-19 spread, including staying home when they feel sick, wearing a mask or other face covering, following signs posted throughout Library common areas, limiting time spent away from assigned workspaces, cleaning personal workspaces daily and cleaning shared equipment on each use.

Also last week, the Library announced that mail delivery has resumed, and about 10 pallets of mail are being processed daily. Although progress is being made in



Shawn Miller

New signage outside the Madison Building reminds staff to maintain social distance while waiting to enter.

reducing a backlog in mail, ongoing delays in delivery will continue for the time being. There is no expedited service during phase one of operations restoration, and staff should plan accordingly when arranging to receive deliveries. ■

Annual Required Training for All Employees

Sept. 11 is the deadline for all Library staff, contractors and volunteers with access to Library computers to complete two required annual trainings, one on records management and the other on IT security awareness.

Use Internet Explorer or Chrome as your browser to complete the trainings. Do not use Firefox. Each course should take about one hour to complete.

Records Management

Access the course at <https://bit.ly/3eOLxC7>

- Review the disclaimer and select “I agree” and “continue” to proceed to the course.
- Click the blue start button to launch the course.

The course is presented using audio narration. Be sure you have headphones or computer speak-

ers to listen. Closed captioning is provided. An accessible version (<https://go.usa.gov/xwtG4>) is also available for staff who use screen-reader assistive technology.

For questions about the course’s content, contact records@loc.gov. For technical assistance, contact cld@loc.gov.

More information about records management: <https://go.usa.gov/xwCWf>

IT Security Awareness

Access the course at <https://bit.ly/2YMEW5D>

- Complete all modules under the heading “Library Security Training 2020.”
- After each module, complete the quiz before proceeding to the next module.

For technical assistance, contact

ocioservicedesk@loc.gov or (202) 707-7727. For questions about the course’s content, contact securitytraining@loc.gov.

More information about IT security awareness: <https://go.usa.gov/xwt7G>

These trainings can be accessed from non-Library devices by employees (1) who log in using multifactor authentication (Centrify app, phone call or third-party authenticator) or (2) who have activated the Fast ID Online (FIDO) option on their PIV token.

Multifactor authentication resources are available on the Library’s coronavirus prevention and response page (<https://go.usa.gov/xwtAq>) under the heading “resources | technology.” FIDO instructions (<https://go.usa.gov/xwtAB>) are also available. ■

QUESTION & ANSWER



Amal Morsy

Amal Morsy is an Arabic cataloger in the Asian and Middle Eastern Division (AMED). As a fellow in the Leadership Development Program, she is detailed this summer to supervise junior fellows assigned to AMED.

Tell us a little about your background.

I grew up in Cairo, Egypt, and earned a degree from Cairo University in library science and archives. When I was a first-year student, the first lecture I attended was titled “Library of Congress, The World’s Leading Library.” Using a dusty, antiquated overhead projector, the instructor spoke about the Library’s history, its system and its role and impact throughout the entire world. I looked at the pictures on the screen and allowed myself to dream that one day I would work at this amazing, prestigious institution. That same evening, I wrote about my dream in my diary.

How did you come to work at the Library?

I moved to the U.S. in 2001 and worked in several library systems before earning a master’s in library

science. Before arriving at the Library, I was director of the Middle East Institute Library in Washington, D.C. I still remember the phone call in February 2017 from the head of the Asian and Middle Eastern Division (AMED) offering me a position as one of the Arabic librarians. On my start date of April 17, I arrived at 7 a.m. (two hours early). Standing at the door of the Madison building, I opened my diary to the page where long ago I had written of my dream. With a red marker, I placed a check mark to show my dream had come true.

I love my job as a cataloger. It’s both exciting and challenging, and it gives me joy. With every book I catalog, I learn a little bit more – about religion, poetry, law, history. I am getting paid for doing something I absolutely love!

You’re a fellow in the Leadership Development Program. Tell us about that.

After working at the Library for only 11 months, I learned about the Leadership Development Program in an email sent to all Library staff and was intrigued. I thought it would be a good opportunity to expand my learning in order to return to a managerial role. I applied and was delighted to be accepted into the program.

The program has allowed me to look at things from different angles. It turns out that in addition to providing an opportunity to become a manager – I’m now on a supervisory detail in AMED mentoring three participants in the Junior Fellows Summer Intern Program – the program provided me with tools and techniques that allow me to see a higher purpose of being. It taught me how to become a more successful leader, improve my communication with others and make better judgments.

What does your supervisory detail entail?

I oversee three different projects

for AMED. They involve highlighting African, Hebrew and Near East collections with new LibGuides, e-resources catalogs and finding aids. The projects have two main goals: to make more resources freely available and to enhance public access to online collections.

My role is to manage the progress of the LibGuides – discuss LibGuides techniques with the team, build a working plan, come up with solutions to any problems the fellows encounter and ensure their success.

This summer because of the pandemic, all the junior fellows are working virtually. I supervise August Kahn (Pitzer College), Briana Gausland (Wheaton College) and Chelsey Brown (University of Missouri). They are three bright, responsible and committed young people who are eager to learn.

My team and I meet twice a day (morning and evening) using Webex to talk about our daily work. If someone has a problem, we collaborate to find a solution. The greatest challenge of working virtually is that sometimes connections are poor or there are internet problems. I made sure from the beginning that we can connect in several different ways to avoid technical problems. Another problem I have faced in the virtual environment is that one of the junior fellows lives in a different time zone. Once I scheduled around that, things went smoothly.

I have enjoyed developing professional relationships with my mentees. I am interested in their futures and am eager to hear their ideas. They have become an integral part of my day, and I will miss them dearly after they complete their internships.

What do you enjoy doing outside work?

I love to read and learn new things. Biography is the genre I enjoy the most. ■

**Your Employee Personal Page (EPP) is at
www.nfc.usda.gov/epps/**

Awards Highlight Innovation in the Federal Library Community

Winners exemplify professionalism and creative leadership in library service.

BY ROBIN HARVEY

The Federal Library and Information Network (FEDLINK) has announced the recipients of its national awards for federal librarianship. The four award categories highlight ways federal libraries, librarians and library technicians are fulfilling the information demands of the government, business, scholars and the American public.

Federal libraries and staff throughout the U.S. and abroad competed for the awards. FEDLINK will honor the winners at the Library when on-site events resume. In the meantime, here are the winners.

Large Federal Library

D'Azzo Research Library at Wright-Patterson Air Force Base in Ohio is recognized for increasing information access and outreach to students and faculty of the Air Force Institute of Technology (AFIT), engineers and scientists of the Air Force Research Laboratory (AFRL) and the global research community. In fiscal 2019, the library launched its institutional repository, AFIT Scholar. The single, central, searchable database delivered 36,850 thesis and dissertation downloads to 2,486 institutions in 166 countries. AFIT and AFRL collaborated with the base to purchase more than 23 databases and journal collections, saving more than \$382,000. On-site, a staff of 13 responded to 5,612 reference requests and taught 36 academic research classes to 532 participants while completing a reconfiguration of library space that increased visits by 8 percent.

Small Federal Library

The Bureau of Land Management Library in Denver is recognized for

creativity in improving the user experience, facilitating access to research and developing virtual collections and other methods to increase library use. In fiscal 2019, the library implemented a journal link resolver to identify sought-after resources in a growing collection of digitized documents and relevant journals and a website that includes the Library's catalog, electronic journal holdings and digitized collections. The library also spearheaded an initiative to preserve historical and rare bureau documents and created a searchable collection of 833 of its directives from 1964 to 1995 – comprising more than 31,000 files and 250,000 pages – and a growing historical photo archive.

Federal Librarian of the Year

Greta Marlatt, outreach and academic support manager at Dudley Knox Library of the Naval Postgraduate School in Monterey, California, is recognized for furthering data science research and education in support of the combat effectiveness of the naval service. She provided instruction to organizations including the Center for Homeland Defense and Security and the Institute for Global Security, and she taught citation-management courses and bibliographic best practices. In fiscal 2019, Marlatt headed a library renovation and collection relocation effort to remove barriers to collections and services while creating learn-

er-centered physical and virtual spaces. She also managed \$2 million in library acquisitions, curated more than 30 LibGuides in the areas of congressional information, area studies, military information and conflict and security studies and responded to 750 off-desk reference questions.

Federal Library Technician of the Year

Gabriele Davis, a library technician for the U.S. Army Garrison Rheinland-Pfalz Libraries in Kaiserslautern, Germany, is recognized for her strategic knowledge management, technical expertise and dedicated customer service. In fiscal 2019, Davis was solely responsible for cataloging the collection of the Parent and Professional Educational Resource Center, which supports 10 child and youth services facilities, and she expanded early literacy and maker-space programming at the garrison's Morale, Welfare and Recreation (MWR) Libraries. She also supported interlibrary loan services for 16 other European Army libraries and Air Force post libraries. Unofficially known throughout MWR libraries in Europe as "the fastest cataloger in the West," Davis cataloged or modified up to 1,300 records a month while providing direct circulation desk coverage at two libraries and supporting library programming for more than 1,000 programs. ■

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COPYRIGHT, CONTINUED FROM 1

awareness campaign in particular, will “help creators, users and the public at large understand the importance of copyright, how they engage with it in their own work and how our office supports that process,” said Maria Strong, acting register of copyrights and the director of the Copyright Office.

Although copyright has been administered at the Library for 150 years, its history goes back much further – to the earliest days of the nation. The Founding Fathers provided for copyright in the Constitution, stating that the law will “promote the progress of science ... by securing for limited times to authors ... the exclusive right to their respective writings.”

On May 31, 1790, the first copyright law was enacted. Modeled on Britain’s Statute of Anne, the law was relatively limited in scope, protecting books, maps and charts for 14 years with a renewal period of another 14 years. This was before the Library existed, so works had to be registered in the U.S. district court where the author or proprietor lived. On July 9, 1790, John Barry’s “Philadelphia Spelling Book” became the first work registered under the 1790 act.

Copyright law underwent its first general revision in 1831, which added musical compositions to protected works. This revision also increased the first term of protection to 28 years. In 1856, copyright protection was extended to dramatic compositions, including the right of public performance; in 1865, a new law extended copyright protection to photographs and photographic negatives. The 1870 law, which brought copyright administration into the Library, also extended protection to works of art and gave authors the right to create their own derivative works, including translations and dramatizations.

Two days after the law’s enactment, “San Domingo,” a travel account by DeBenneville Randolph Keim, became the first work registered for copyright with the Library.

Registrations continued to pour in afterward. In 1874, for the first time, the Library received more books through copyright deposits than through purchase.

By 1877, more than 70,000 deposits were piled around the Library, and Spofford told Congress he would soon be “presiding over the greatest chaos in America” if something was not done. On July 22, 1897, Congress established the Copyright Office as a separate department within the Library and named Thorvald Solberg the first dedicated Register of Copyrights.

Solberg and the office worked with Congress to pass a third general revision of the law, signed in 1909 by President Theodore Roosevelt. This law extended the maximum term of protection to 56 years and broadened the subject matter of copyright protection. Copyright in published works was secured from the date of first publication with proper notice.

In ensuring decades, the creative world continued to change rapidly, requiring yet another major revision to the law. The 1976 Act resulted in large part from years of Copyright Office work, including by former registers Abraham Kamenstein and Barbara Ringer. The 1976 act, which took effect Jan. 1, 1978, is still in effect today, with several amendments, including the Digital Millennium Copyright Act of 1998 and the Orrin G. Hatch–Bob Goodlatte Music Modernization Act passed in 2018.

Over the past 150 years, the Office has seen 13 registers of copyright plus seven acting registers, including Strong. During this time, Copyright Office staff have worked to help the U.S. join international copyright treaties, including the Convention on Literary and Artistic Copyright (1914), the Universal Copyright Convention (1955), the 1971 Paris Act of the Berne Convention for the Protection of Literary and Artistic Works (1989), the Uruguay Round Agreements Act (1994) and the Marrakesh Treaty (2019).

As the Copyright Office celebrates the last 150 years at the Library, it acknowledges that many creators

are struggling with the current worldwide pandemic; others are underserved by the law.

“Although the Constitution set the stage for copyright protection, the availability of the full scope of protections for all members of the public, including individual creators and those in marginalized communities, has fallen short,” Strong said.

To address that fact, “Engage Your Creativity,” the public awareness campaign, “will feature deliberate outreach to historically underrepresented groups in the copyright ecosystem, as well as opportunities to provide more inclusive messaging at the Copyright Office,” Strong said.

In other educational outreach, the Aug. 5 virtual event, “Copyright Office Presents: 150 Years of Celebrating Creativity,” will highlight copyright-related stories and vignettes and include commentary by Library of Congress historian John Cole and others.

The Copyright Office is working on its new exhibition, “Find Yourself in Copyright,” with the Library’s Exhibits Office. It will showcase artifacts, historical and recent, as well as audiovisual elements. Gems on display will include iconic items registered with the Copyright Office, among them the “Wizard of Oz” and derivative works, Dolly Parton’s original version of the song “I Will Always Love You” and Whitney Houston’s remake and a script from the 1950’s TV series “The Adventures of Superman.”

“The exhibition will be a powerful way to tell the story of both copyright and the Copyright Office,” said David Rice of the Copyright Office, the exhibit’s designer. “Through physical artifacts as well as interactive elements, we will highlight copyright’s role in fostering creativity over the past 150 years.”

The exhibit is being constructed outside LM 401 in the Madison Building.

More information: www.copyright.gov ■